

#### (7.53.1.54) End date of target

12/31/2030

#### (7.53.1.55) Targeted reduction from base year (%)

42

#### (7.53.1.56) Total emissions at end date of target covered by target in all selected Scopes (metric tons CO2e)

122190.340

#### (7.53.1.57) Scope 1 emissions in reporting year covered by target (metric tons CO2e)

56538

#### (7.53.1.58) Scope 2 emissions in reporting year covered by target (metric tons CO2e)

76262

#### (7.53.1.77) Total emissions in reporting year covered by target in all selected scopes (metric tons CO2e)

132800.000

#### (7.53.1.78) Land-related emissions covered by target

Select from:

☒ No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

#### (7.53.1.79) % of target achieved relative to base year

88.01

#### (7.53.1.80) Target status in reporting year

Select from:

☒ Underway

### **(7.53.1.82) Explain target coverage and identify any exclusions**

*The target covers Kenvue's full organization for sites and sources under operational control. There are no exclusions.*

### **(7.53.1.83) Target objective**

*Kenvue commits to reduce absolute Scope 1 & 2 GHG emissions 42% by 2030 from a 2020 base year.*

### **(7.53.1.84) Plan for achieving target, and progress made to the end of the reporting year**

*Each site in Kenvue's operating footprint has developed decarbonization roadmaps toward our 2030 goals. The decarbonization plans are specific to each site and their operations, as well as their energy demand requirements, current assets, and equipment. Plans may include investments in renewable energy, digitization, and metering to drive energy efficiency, electrification of equipment, fugitive emissions management and low-global warming potential refrigerants. In 2024, we conducted on-site energy efficiency and decarbonization assessments at five of our manufacturing facilities: Bangkok, Thailand; Cali, Colombia; Las Piedras, Puerto Rico; Pomezia, Italy; and Val-de-Reuil, France. The assessments helped us develop strategies and timelines to replace some industrial equipment such as chillers, air compressors, and boilers, for improved efficiency. We've built 21 fully operational onsite solar power systems in 15 countries, including four systems that came online in 2024. This is foundational to building the Company's climate resilience and risk management strategy as we continue to take thoughtful steps on where to focus our efforts and strengthen our resilience against a changing climate, including through our climate scenario analysis, our biodiversity assessment, and our water risk assessment.*

### **(7.53.1.85) Target derived using a sectoral decarbonization approach**

Select from:

☒ No

[\[Add row\]](#)

### **(7.54) Did you have any other climate-related targets that were active in the reporting year?**

Select all that apply

☒ Targets to increase or maintain low-carbon energy consumption or production

☒ Other climate-related targets

### **(7.54.1) Provide details of your targets to increase or maintain low-carbon energy consumption or production.**

## Row 1

### (7.54.1.1) Target reference number

Select from:

☒ Low 1

### (7.54.1.2) Date target was set

11/01/2023

### (7.54.1.3) Target coverage

Select from:

☒ Organization-wide

### (7.54.1.4) Target type: energy carrier

Select from:

☒ Electricity

### (7.54.1.5) Target type: activity

Select from:

☒ Consumption

### (7.54.1.6) Target type: energy source

Select from:

☒ Renewable energy source(s) only

### (7.54.1.7) End date of base year

12/31/2020

**(7.54.1.8) Consumption or production of selected energy carrier in base year (MWh)**

441644

**(7.54.1.9) % share of low-carbon or renewable energy in base year**

29

**(7.54.1.10) End date of target**

12/31/2030

**(7.54.1.11) % share of low-carbon or renewable energy at end date of target**

100

**(7.54.1.12) % share of low-carbon or renewable energy in reporting year**

72

**(7.54.1.13) % of target achieved relative to base year**

60.56

**(7.54.1.14) Target status in reporting year**

Select from:

☒ Underway

**(7.54.1.16) Is this target part of an emissions target?**

No, this target is not a part of our SBTi targets.

**(7.54.1.17) Is this target part of an overarching initiative?**

Select all that apply

☒ Other, please specify :This is a renewable electricity target and not a part of an overarching initiative.

#### **(7.54.1.19) Explain target coverage and identify any exclusions**

*By 2030 we aim to source 100% of our electricity needs for our operations from renewable sources. There are no exclusions.*

#### **(7.54.1.20) Target objective**

*To reduce GHG emissions in line with limiting global temperature rise to 1.5C aligned with the Paris Agreement goals Kenvue plans to source 100% of our electricity needs from renewable sources across all of our facilities within our reporting boundary through investments in renewable electricity.*

#### **(7.54.1.21) Plan for achieving target, and progress made to the end of the reporting year**

*In our Company's efforts to reduce our emissions and build resiliency against a changing climate, we source approximately 72% of our total electricity needs from renewable sources. This represents a combination of electricity generated by our 23 fully operational onsite solar systems in 13 countries, as well as our contracts for offsite renewable electricity. In 2024, four new onsite systems came online. In addition, as of 2024 we have 12 contracts for offsite renewable electricity procurement in the form of VPPAs in North America and Europe; PPAs in Argentina, Brazil, and India; green retail contracts in China, Colombia, Malaysia, and Singapore; and EACs in China and India. A green retail energy contract is a formal agreement that allows a company to purchase some or all of its electricity from renewable sources, such as solar, wind, or hydropower. In Asia Pacific, 10 out of 11 Kenvue manufacturing sites use renewable electricity for some or all their energy requirements. In Bangkok, Thailand, the largest solar panel installation in our network provides 20% of the plant's electricity requirements. The system incorporates advanced digital technologies to enhance the monitoring, control, and optimization of solar energy generation and use. In 2024, we conducted feasibility studies for onsite solar projects for sites in Shanghai, China; Cheong Ju, South Korea and Selangor, Malaysia. In India and China, we secured EACs for 25,677 MWh. In Latin America, all three manufacturing sites in the region are covered with 100% renewable electricity through a combination of direct offside wind-based PPA, green retail contracts and EACs. Our site in Cali, Colombia also has an on-site solar system that, in combination with a green retail contract, covers 100% of the site's electricity usage. In North America, all three manufacturing sites and our head-offices in the U.S. and Canada are using 100% renewable electricity through a 10-year offsite wind-based VPPA that was established in 2018. There are also onsite solar systems installed in two of our sites in U.S. that support the overall renewable electricity coverage in the region. In EMEA, nine out of 10 manufacturing sites use renewable electricity for some or all their energy requirements. In Cape Town, South Africa, the largest solar panel installation in our network provides 26% of the plant's electricity requirements.*

*[Add row]*

#### **(7.54.2) Provide details of any other climate-related targets, including methane reduction targets.**

**Row 1**

#### **(7.54.2.1) Target reference number**

Select from:

☒ Oth 1

#### (7.54.2.2) Date target was set

11/01/2023

#### (7.54.2.3) Target coverage

Select from:

☒ Suppliers

#### (7.54.2.4) Target type: absolute or intensity

Select from:

☒ Absolute

#### (7.54.2.5) Target type: category & metric (target numerator if reporting an intensity target)

Engagement with suppliers

☒ Percentage of suppliers (by emissions) with a science-based target

#### (7.54.2.7) End date of base year

12/31/2022

#### (7.54.2.8) Figure or percentage in base year

19

#### (7.54.2.9) End date of target

12/31/2028

#### (7.54.2.10) Figure or percentage at end of date of target

**(7.54.2.11) Figure or percentage in reporting year**

28

**(7.54.2.12) % of target achieved relative to base year**

16.0714285714

**(7.54.2.13) Target status in reporting year***Select from:*☒ Underway**(7.54.2.15) Is this target part of an emissions target?***Yes, this is part of our SBTi targets.***(7.54.2.16) Is this target part of an overarching initiative?***Select all that apply*☒ Science Based Targets initiative – approved supplier engagement target**(7.54.2.17) Science Based Targets initiative official validation letter***Near-Term approval letter - Kenvue Inc..pdf***(7.54.2.18) Please explain target coverage and identify any exclusions***Target covers emissions from the supply chain related to goods (such as external manufacturing chemicals packaging etc.) and services (media, marketing research services, etc.) and upstream transportation and distribution (inbound and outbound third-party logistics and warehousing paid for by Kenvue).***(7.54.2.19) Target objective**

Kenvue commits that 75% of its suppliers by emissions covering purchased goods and services and upstream transportation and distribution will have science-based targets by 2028.

#### **(7.54.2.20) Plan for achieving target, and progress made to the end of the reporting year**

*Like most consumer goods manufacturing companies, our upstream Scope 3 GHG emissions represent approximately 90% of our total value chain emissions. Given the outsized impact of Scope 3 emissions on our total emissions, our successful transition to net zero requires us to support our value chain partners in setting and achieving their own ambitious science-based climate goals. Our near-term Scope 3 target, which has been validated by SBTi, is for 75% of our suppliers by emissions (covering category 1—Purchased goods & services; and category 4—Upstream transportation & distribution) to have science-based targets by the end of 2028. These suppliers represented 68.9% of our Scope 3 emissions, based on our 2022 base year. To date, suppliers representing 28% of our Scope 3 category 1 and 4 emissions have set science-based targets. In 2024, we launched our Supplier Climate Action Program, which is dedicated to helping our target suppliers build the capabilities needed to set their science-based targets. The program defines actions for Kenvue and our suppliers as follows: Kenvue actions: - Prioritize suppliers by climate maturity and clearly communicate sustainability expectations. - Implement sustainability training programs for procurement teams and for suppliers based on climate maturity. - Establish contractual requirements linked to climate action. Supplier actions: - Map environmental footprint; measure emissions aligned with the GHG emissions protocol; define base year and operating boundaries; set reduction goals; align reduction targets to the SBTi. - Institute actionable and measurable plans to set and achieve targets and establish a process to measure performance and track progress. We ask our prioritized suppliers to participate in third-party accountability, capability building, and transparency programs, such as CDP and EcoVadis. To date, 69% of prioritized suppliers have a valid CDP scorecard, on which 20% have scored an A. In addition, 69% of prioritized suppliers have a valid EcoVadis scorecard.*

*[Add row]*

#### **(7.55) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.**

Select from:

☒ Yes

##### **(7.55.1) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.**

|                          | Number of initiatives | Total estimated annual CO2e savings in metric tonnes CO2e |
|--------------------------|-----------------------|-----------------------------------------------------------|
| Under investigation      | 0                     | <i>Numeric input</i>                                      |
| To be implemented        | 0                     | 0                                                         |
| Implementation commenced | 0                     | 0                                                         |
| Implemented              | 5                     | 4093                                                      |
| Not to be implemented    | 0                     | <i>Numeric input</i>                                      |

[Fixed row]

**(7.55.2) Provide details on the initiatives implemented in the reporting year in the table below.**

## Row 1

### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Compressed air

### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1797

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

☒ Scope 2 (market-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

491000

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

1236000

#### (7.55.2.7) Payback period

Select from:

☒ 1-3 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 16-20 years

#### (7.55.2.9) Comment

Update/replace air compressors. Locations: Las Piedras, Puerto Rico (Market-based reductions), Minhang Campus – SJJP, China, (100% RE), Daboa, China (100% RE), Minhang Campus – JCC, China (100% RE).

### Row 2

#### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Smart control system

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

734

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

*Select all that apply*

- ☒ Scope 2 (location-based)
- ☒ Scope 2 (market-based)

#### (7.55.2.4) Voluntary/Mandatory

*Select from:*

- ☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

464000

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

895000

#### (7.55.2.7) Payback period

*Select from:*

- ☒ 11-15 years

#### (7.55.2.8) Estimated lifetime of the initiative

*Select from:*

- ☒ 11-15 years

#### (7.55.2.9) Comment

Installation of digital metering. Locations: Minhang Campus – SJC, China (100% RE), Cali, Colombia (100% RE), Baddi, India (100% RE), Bangkok, Thailand (Market-based reductions), Pomezia, Italy (Market-based reductions).

### Row 3

#### (7.55.2.1) Initiative category & Initiative type

Low-carbon energy consumption

☒ Solar PV

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

1250

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

☒ Scope 2 (market-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

150000

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

32000

#### (7.55.2.7) Payback period

Select from:

☒ <1 year

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 16-20 years

#### (7.55.2.9) Comment

*Onsite solar power purchase agreements and capex investments. Locations: Mandra, Greece (100% RE, Capex), Cape Town, South Africa (Market-based reductions), Shanghai, China (100% RE, PPA), Sézanne, France (100% RE, PPA).*

### Row 4

#### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in production processes

☒ Cooling technology

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

200

#### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

☒ Scope 2 (location-based)

#### (7.55.2.4) Voluntary/Mandatory

Select from:

☒ Voluntary

#### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

120000

#### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

873000

#### (7.55.2.7) Payback period

Select from:

☒ 4-10 years

#### (7.55.2.8) Estimated lifetime of the initiative

Select from:

☒ 21-30 years

#### (7.55.2.9) Comment

*Implementing cooling technology initiatives – replacement of chillers. Locations: Dabao, China (100% RE), Minhang Campus – SSJP, China (100% RE), Madrid, Spain (100% RE), Val-de-Reuil, France (100% RE). All sites 100% RE so only impact in location-based Scope 2.*

### Row 5

#### (7.55.2.1) Initiative category & Initiative type

Energy efficiency in buildings

☒ Other, please specify :Boiler heat reuse, pre-heat of feed water

#### (7.55.2.2) Estimated annual CO2e savings (metric tonnes CO2e)

112

### (7.55.2.3) Scope(s) or Scope 3 category(ies) where emissions savings occur

Select all that apply

- ☒ Scope 1
- ☒ Scope 2 (location-based)
- ☒ Scope 2 (market-based)

### (7.55.2.4) Voluntary/Mandatory

Select from:

- ☒ Voluntary

### (7.55.2.5) Annual monetary savings (unit currency – as specified in 1.2)

2400

### (7.55.2.6) Investment required (unit currency – as specified in 1.2)

4400

### (7.55.2.7) Payback period

Select from:

- ☒ 1-3 years

### (7.55.2.8) Estimated lifetime of the initiative

Select from:

- ☒ 11-15 years

### (7.55.2.9) Comment

Boiler heat reuse - pre-heat of feed water. Locations: Cheongju, South Korea (Scope 2 CO2 reductions), Jakarta, Indonesia (Scope 1 CO2 reductions).  
[Add row]

### (7.55.3) What methods do you use to drive investment in emissions reduction activities?

#### Row 1

##### (7.55.3.1) Method

Select from:

☒ Dedicated budget for energy efficiency

##### (7.55.3.2) Comment

*All energy efficiency and decarbonization projects are incorporated into the overall Capital expenditure budget but there is an internal levelling tool to prioritize any projects reducing Scope 1 & 2 emissions and driving energy efficiency. Kenvue also has a global budget dedicated to performing energy efficiency and decarbonization assessments on a site level.*

#### Row 2

##### (7.55.3.1) Method

Select from:

☒ Partnering with governments on technology development

##### (7.55.3.2) Comment

*In 2024, Kenvue collaborated with governmental agencies globally for multiple energy projects. These projects included the receipt of manufacturing grants in the EU, and photovoltaic (PV) project development in China.*

*[Add row]*

### (7.73) Are you providing product level data for your organization's goods or services?

Select from:

☒ No, I am not providing data

### (7.74) Do you classify any of your existing goods and/or services as low-carbon products?

Select from:

☒ No

**(7.79) Has your organization retired any project-based carbon credits within the reporting year?**

Select from:

☒ No

C8. Environmental performance - Forests

(8.1) Are there any exclusions from your disclosure of forests-related data?

|                 |                                                         |
|-----------------|---------------------------------------------------------|
|                 | Exclusion from disclosure                               |
| Timber products | Select from:<br><input checked="" type="checkbox"/> Yes |
| Palm oil        | Select from:<br><input checked="" type="checkbox"/> Yes |

[Fixed row]

(8.1.1) Provide details on these exclusions.

Timber products

(8.1.1.1) Exclusion

Select from:  
☒ Other, please specify :Includes all timber-based carton, carton, carboard, and leaflets used for packaging except for some externally manufactured products.

(8.1.1.2) Description of exclusion

Our disclosure volume of timber products includes 100% of our direct purchases of timber packaging items. It does not include packaging of some externally manufactured products.

(8.1.1.3) Value chain stage

Select from:

☒ Upstream value chain

#### (8.1.1.4) Reason for exclusion

Select from:

☒ Other, please specify :Challenges with accessing data for externally manufactured products

#### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☒ No, the volume excluded is unknown

#### (8.1.1.10) Please explain

*Kenvue's disclosure volumes of timber products represent our direct purchases of wood fiber for paper packaging. It does not include the packaging materials sourced in some externally manufactured products. This exclusion is due to challenges in accessing quantifiable product-specific data for externally manufactured products. We are currently exploring opportunities to improve data quality and quantify the wood fiber in these products in the future.*

### Palm oil

#### (8.1.1.1) Exclusion

Select from:

☒ Other, please specify :Externally manufactured products

#### (8.1.1.2) Description of exclusion

*Kenvue's disclosure volume of palm oil includes 100% of our direct purchases of palm oil derivatives. It does not include the materials sourced in some externally manufactured products.*

#### (8.1.1.3) Value chain stage

Select from:

☒ Upstream value chain

#### (8.1.1.4) Reason for exclusion

Select from:

☒ Other, please specify :Challenges with accessing ingredient specific data of externally manufactured products

#### (8.1.1.8) Indicate if you are providing the commodity volume that is being excluded from your disclosure of forests-related data

Select from:

☒ No, the volume excluded is unknown

#### (8.1.1.10) Please explain

*Kenvue's disclosure volumes of palm oil represent the majority of our palm oil consumption and the total of our direct purchases of palm oil. It does not include the materials sourced in some externally manufactured products. This exclusion is due to challenges in accessing quantifiable ingredient specific data for externally manufactured products.*

[Add row]

#### (8.2) Provide a breakdown of your disclosure volume per commodity.

|                 | Disclosure volume (metric tons) | Volume type                                                          | Sourced volume (metric tons) |
|-----------------|---------------------------------|----------------------------------------------------------------------|------------------------------|
| Timber products | 82230                           | Select all that apply<br><input checked="" type="checkbox"/> Sourced | 82230                        |
| Palm oil        | 35450                           | Select all that apply<br><input checked="" type="checkbox"/> Sourced | 35450                        |

[Fixed row]

## (8.5) Provide details on the origins of your sourced volumes.

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ Austria

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

228

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

### Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Colombia

### (8.5.2) First level administrative division

Select from:

☒ States/equivalent jurisdictions

### (8.5.3) Specify the states or equivalent jurisdictions

Main sourcing regions: Casanare, Cesar, Magdalena, and Meta

### (8.5.4) Volume sourced from country/area of origin (metric tons)

322

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue works with the Action for Sustainable Derivatives (ASD) to collect detailed supply chain data from our suppliers to estimate the percent of our volumes sourced by country. While the data we receive gives visibility to the mill level, the data from suppliers is not sufficient to enable us to apportion volumes by subnational jurisdictions – given the complexity and the extensive number of actors involved in derivatives supply chains.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Brazil

## (8.5.2) First level administrative division

Select from:

☒ States/equivalent jurisdictions

## (8.5.3) Specify the states or equivalent jurisdictions

Main sourcing regions: Sao Paulo, Parana, and Santa Catarina

## (8.5.4) Volume sourced from country/area of origin (metric tons)

8563

## (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

## (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. Where available, we also collect data on the specific jurisdictions or states the volumes originate from within the country. Kenvue also focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

## (8.5.1) Country/area of origin

Select from:

☒ Canada

## (8.5.2) First level administrative division

Select from:

☒ Unknown

## (8.5.4) Volume sourced from country/area of origin (metric tons)

7142

## (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

## (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

## (8.5.1) Country/area of origin

Select from:

☒ Chile

## (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

384

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ China

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

2137

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Colombia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

832

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Czechia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

89

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier

responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Egypt

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

18

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Estonia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

177

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Finland

## (8.5.2) First level administrative division

Select from:

☒ Unknown

## (8.5.4) Volume sourced from country/area of origin (metric tons)

1805

## (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

## (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

## (8.5.1) Country/area of origin

Select from:

☒ France

## (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

275

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ Germany

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

814

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ India

### (8.5.2) First level administrative division

Select from:

☒ States/equivalent jurisdictions

### (8.5.3) Specify the states or equivalent jurisdictions

*Main sourcing regions: Gujarat and Maharsashtra*

### (8.5.4) Volume sourced from country/area of origin (metric tons)

3311

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. Where available, we also collect data on the specific jurisdictions or states the volumes originate from within the country. Kenvue also focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ Indonesia

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

461

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Italy

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

2978

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier

responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Latvia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

180

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Lithuania

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

73

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ New Zealand

## (8.5.2) First level administrative division

Select from:

☒ Unknown

## (8.5.4) Volume sourced from country/area of origin (metric tons)

378

## (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

## (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

## (8.5.1) Country/area of origin

Select from:

☒ Norway

## (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

1037

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ Republic of Korea

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

1188

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

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## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Romania

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

1278

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Slovenia

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

141

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier

responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ South Africa

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

586

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Spain

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

5

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ Sweden

## (8.5.2) First level administrative division

Select from:

☒ Unknown

## (8.5.4) Volume sourced from country/area of origin (metric tons)

5287

## (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

## (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

## (8.5.1) Country/area of origin

Select from:

☒ Thailand

## (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

4004

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

#### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

### Timber products

#### (8.5.1) Country/area of origin

Select from:

☒ United Kingdom of Great Britain and Northern Ireland

#### (8.5.2) First level administrative division

Select from:

☒ Unknown

#### (8.5.4) Volume sourced from country/area of origin (metric tons)

7

#### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.*

## Timber products

### (8.5.1) Country/area of origin

Select from:

☒ United States of America

### (8.5.2) First level administrative division

Select from:

☒ Unknown

### (8.5.4) Volume sourced from country/area of origin (metric tons)

7840

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the countries of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers do not report specific jurisdictions or states within the country of origin. Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content. Kenvue works with Preferred by Nature to provide third-party validation of our data. Specifically, Preferred by Nature validates supplier responses in the Wood Fiber Assessment by reviewing supplier documents provided with their questionnaires. Preferred by Nature reviews certification claims on invoices to validate product certification status and determine chain of custody and origin of product materials through other document declarations.

Timber products

(8.5.1) Country/area of origin

Select from:  
☒ Unknown origin

(8.5.4) Volume sourced from country/area of origin (metric tons)

31012

(8.5.5) Source

Select all that apply  
☒ Contracted suppliers (manufacturers)

(8.5.7) Please explain

Kenvue collects paper packaging data from suppliers through our Wood Fiber Assessment. The supplier confirms the country of origin and the corresponding volumes for each material Kenvue receives. Kenvue can then assess total percentage of our in-scope volumes coming from a specific country of origin. However, some suppliers report volumes sourced from multiple countries. In these cases, while Kenvue has visibility into what countries are represented in that category, Kenvue is not currently able to determine the exact volumes from each of those countries. As such, in these instances, all supply that is designated as coming from Multiple Countries is put in the Unknown Origin category. Based on this method, Unknown Origin represents 38% of Kenvue’s total 2024 supply. Of that amount, approximately one-third consists of recycled material. However, Kenvue focused on country-of-origin transparency in the reporting year leveraging third-party certifications and schemes to ensure zero deforestation with 97% of paper and wood fiber packaging as FSC® certified, PEFC certified and/or verified recycled content.

Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Indonesia

### (8.5.2) First level administrative division

Select from:

☒ States/equivalent jurisdictions

### (8.5.3) Specify the states or equivalent jurisdictions

Main sourcing regions: Jambi, Kalimantan Barat, Kalimantan Tengah, Kalimantan Timur, Riau, Sumatera Selatan, and Sumatera Utara

### (8.5.4) Volume sourced from country/area of origin (metric tons)

17467

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue works with the Action for Sustainable Derivatives (ASD) to collect detailed supply chain data from our suppliers to estimate the percent of our volumes sourced by country. While the data we receive gives visibility to the mill level, the data from suppliers is not sufficient to enable us to apportion volumes by subnational jurisdictions – given the complexity and the extensive number of actors involved in derivatives supply chains.*

## Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Malaysia

### (8.5.2) First level administrative division

Select from:

☒ States/equivalent jurisdictions

### (8.5.3) Specify the states or equivalent jurisdictions

Main sourcing regions: Johor, Pahang, Perak, Sabah, and Sarawak

### (8.5.4) Volume sourced from country/area of origin (metric tons)

16729

### (8.5.5) Source

Select all that apply

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue works with the Action for Sustainable Derivatives (ASD) to collect detailed supply chain data from our suppliers to estimate the percent of our volumes sourced by country. While the data we receive gives visibility to the mill level, the data from suppliers is not sufficient to enable us to apportion volumes by subnational jurisdictions – given the complexity and the extensive number of actors involved in derivatives supply chains.*

## Palm oil

### (8.5.1) Country/area of origin

Select from:

☒ Thailand

### (8.5.2) First level administrative division

Select from:

☒ States/equivalent jurisdictions

### (8.5.3) Specify the states or equivalent jurisdictions

*Main sourcing regions: Chon Buri, Chumphon, Krabi, and Surat Thani*

### (8.5.4) Volume sourced from country/area of origin (metric tons)

370

### (8.5.5) Source

*Select all that apply*

☒ Contracted suppliers (manufacturers)

### (8.5.7) Please explain

*Kenvue works with the Action for Sustainable Derivatives (ASD) to collect detailed supply chain data from our suppliers to estimate the percent of our volumes sourced by country. While the data we receive gives visibility to the mill level, the data from suppliers is not sufficient to enable us to apportion volumes by subnational jurisdictions – given the complexity and the extensive number of actors involved in derivatives supply chains.*

## Palm oil

### (8.5.1) Country/area of origin

*Select from:*

☒ Unknown origin

### (8.5.4) Volume sourced from country/area of origin (metric tons)

562

### (8.5.5) Source

*Select all that apply*

☒ Contracted suppliers (manufacturers)

### **(8.5.7) Please explain**

*The remaining 1.6% of our palm oil supply is from various other countries in amounts negligible compared to our volumes from Colombia, Indonesia, Malaysia, and Thailand.*

*[Add row]*

### **(8.6) Does your organization produce or source palm oil derived biofuel?**

*Select from:*

☒ No

### **(8.7) Did your organization have a no-deforestation or no-conversion target, or any other targets for sustainable production/ sourcing of your disclosed commodities, active in the reporting year?**

#### **Timber products**

### **(8.7.1) Active no-deforestation or no-conversion target**

*Select from:*

☒ Yes, we have a no-deforestation target

### **(8.7.2) No-deforestation or no-conversion target coverage**

*Select from:*

☒ Organization-wide (including suppliers)

### **(8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target**

*Select from:*

☒ Yes, we have other targets related to this commodity

#### **Palm oil**

### (8.7.1) Active no-deforestation or no-conversion target

Select from:

☒ Yes, we have a no-deforestation target

### (8.7.2) No-deforestation or no-conversion target coverage

Select from:

☒ Organization-wide (including suppliers)

### (8.7.5) Other active targets related to this commodity, including any which contribute to your no-deforestation or no-conversion target

Select from:

☒ Yes, we have other targets related to this commodity

[Fixed row]

### (8.7.1) Provide details on your no-deforestation or no-conversion target that was active during the reporting year.

#### Timber products

#### (8.7.1.1) No-deforestation or no-conversion target

Select from:

☒ No-deforestation

#### (8.7.1.2) Your organization's definition of "no-deforestation" or "no-conversion"

*In accordance with the definitions of the Accountability Framework Initiative, deforestation is defined as the loss of natural forest as a result of: i) conversion to agriculture or other non-forest land use; ii) conversion to a plantation; or iii) severe and sustained degradation.*

#### (8.7.1.3) Cutoff date

Select from:

☒ 2020

#### (8.7.1.4) Geographic scope of cutoff date

Select from:

☒ Applied globally

#### (8.7.1.5) Rationale for selecting cutoff date

Select from:

☒ Legal requirements

#### (8.7.1.6) Target date for achieving no-deforestation or no-conversion

Select from:

☒ No target date

### Palm oil

#### (8.7.1.1) No-deforestation or no-conversion target

Select from:

☒ No-deforestation

#### (8.7.1.2) Your organization's definition of "no-deforestation" or "no-conversion"

*In accordance with the definitions of the Accountability Framework Initiative, deforestation is defined as the loss of natural forest as a result of: i) conversion to agriculture or other non-forest land use; ii) conversion to a plantation; or iii) severe and sustained degradation.*

#### (8.7.1.3) Cutoff date

Select from:

☒ 2020

#### (8.7.1.4) Geographic scope of cutoff date

Select from:

☒ Applied globally

#### (8.7.1.5) Rationale for selecting cutoff date

Select from:

☒ Legal requirements

#### (8.7.1.6) Target date for achieving no-deforestation or no-conversion

Select from:

☒ No target date

[Add row]

**(8.7.2) Provide details of other targets related to your commodities, including any which contribute to your no-deforestation or no-conversion target, and progress made against them.**

### Timber products

#### (8.7.2.1) Target reference number

Select from:

☒ Target 1

#### (8.7.2.2) Target contributes to no-deforestation or no-conversion target reported in 8.7

Select from:

☒ Yes, this target contributes to our no-deforestation target

#### (8.7.2.3) Target coverage

Select from:

☒ Organization-wide (including suppliers)

#### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

☒ Disclosure volume

#### (8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

#### (8.7.2.7) Third-party certification scheme

Chain-of-custody certification

☒ FSC Chain-of-Custody certification (any type)

#### (8.7.2.8) Date target was set

11/01/2023

#### (8.7.2.9) End date of base year

12/31/2023

#### (8.7.2.10) Base year figure

94

#### (8.7.2.11) End date of target

12/31/2025

#### (8.7.2.12) Target year figure

100

### (8.7.2.13) Reporting year figure

97

### (8.7.2.14) Target status in reporting year

Select from:

☒ Underway

### (8.7.2.15) % of target achieved relative to base year

50.00

### (8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goals

### (8.7.2.17) Explain target coverage and identify any exclusions

*Kenvue is committed to zero deforestation and to ensuring the paper-based packaging we purchase directly originates from low-risk sources. Specifically, we aim to achieve 100% certified or verified recycled paper and wood fiber packaging by 2025. Our sourcing principles apply to all paper and wood fiber products that we purchase directly, and we verify compliance with our sourcing principles for 100% of our direct spend on cartons corrugates and leaflets. Furthermore, this target includes direct purchases of primary and secondary packaging and leaflets; it does not include the packaging materials in some external manufactured products.*

### (8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

*We plan to achieve this target through engaging our suppliers to move towards Forest Stewardship Council (FSC®) or verified recycled paper and wood fiber packaging we purchase. In cases where FSC® is not available, we accept some certification schemes under the Programme for the Endorsement of Forest Certification (PEFC). We have made progress towards this goal, with 97% of our packaging in-scope being certified or verified recycled in our first year as an independent company. In 2024, Kenvue Latin American, North America and Europe, Middle East and Africa regions achieved our goal of sourcing 100% certified FSC® or PEFC chain of custody standard or verified recycled wood fiber packaging ensuring that all cartons, corrugates and leaflets purchased directly come from sources with responsible forest management or from recycled sources.*

### (8.7.2.20) Further details of target

*This goal is aligned with the Accountability Framework Initiatives definition of deforestation. Additionally low-risk source is defined as material that is either 1) Forest Stewardship Council (FSC®) or Programme for the Endorsement of Forest Certification (PEFC) certified or 2) post-consumer recycled content, 3) traced back to country of harvest and assigned a low-risk categorization at country level using Preferred by Nature's Timber Sourcing Hub, or 4) demonstrates other approved methods of verifying low risk. The target will be met by end of fiscal year 2025 and published the year after.*

## Palm oil

### (8.7.2.1) Target reference number

Select from:

☒ Target 2

### (8.7.2.2) Target contributes to no-deforestation or no-conversion target reported in 8.7

Select from:

☒ Yes, this target contributes to our no-deforestation target

### (8.7.2.3) Target coverage

Select from:

☒ Organization-wide (including suppliers)

### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

☒ Disclosure volume

### (8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

### (8.7.2.7) Third-party certification scheme

Chain-of-custody certification

☒ RSPO supply chain certification - Mass Balance

**(8.7.2.8) Date target was set**

11/01/2023

**(8.7.2.9) End date of base year**

12/31/2023

**(8.7.2.10) Base year figure**

30

**(8.7.2.11) End date of target**

12/31/2025

**(8.7.2.12) Target year figure**

75

**(8.7.2.13) Reporting year figure**

60

**(8.7.2.14) Target status in reporting year**

Select from:

☒ Underway

**(8.7.2.15) % of target achieved relative to base year**

66.67

### (8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goals

### (8.7.2.17) Explain target coverage and identify any exclusions

*Kenvue purchases less than 0.1% of the global annual production of palm oil. As such we do not own or manage palm oil plantations and consequently are multiple links in the supply chain away from the original source of palm oil and palm kernel oil. However we share other stakeholders concerns about the negative effect palm oil sourcing may have on the environment and people and we recognize that we can play a role in supporting responsible palm oil production through enhanced traceability and sourcing of these ingredients. With this in mind Kenvue is committed to the responsible sourcing of palm oil palm kernel oil and palm-based derivatives which includes removing commodity driven deforestation from our supply chain and respecting human rights in our business relationships. This target covers all palm oil based ingredients directly procured by Kenvue; however, it does not include palm oil based ingredients in some external manufactured products.*

### (8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year

*Our plan to achieve this target is through supplier engagement led by our procurement team. In the reporting year 2024 we maintained 100% Roundtable on Sustainable Palm Oil RSPO certification for the palm based ingredients we purchased through a combination of RSPO certified physical supply chains and RSPO Book & Claim credits. Of this 100% RSPO certification, 40% was certified through RSPO Book & Claim credits and 60% was certified under RSPO Physical Supply Chains. This follows a linear trajectory towards our goal of 75% RSPO Certified Physical Supply Chains by 2025. Tracing the source of palm oil derivatives presents significant challenges. Feedstocks are mixed and then shipped around the world and altered into oleochemicals through multiple processing steps owned by various suppliers. Achieving physically certified palm oil purchases is substantially more difficult for derivatives buyers and availability of physically certified supply has historically been limited. Despite these challenges Kenvue is committed to supporting the industry shift from the credit system to physical supply by committing to increase the amount of RSPO certified palm oil ingredients purchased from RSPO physical supply chains i.e. RSPO Mass Balance RSPO Identity Preserved or RSPO Segregated.*

### (8.7.2.20) Further details of target

*This goal is aligned with the Accountability Framework Initiatives definition of deforestation physical supply chain refers to palm oil supply that is sourced from certified plantations under the Mass Balance Segregated or Identity Preserved certifications.*

## Palm oil

### (8.7.2.1) Target reference number

Select from:

☒ Target 3

#### (8.7.2.2) Target contributes to no-deforestation or no-conversion target reported in 8.7

Select from:

☒ Yes, this target contributes to our no-deforestation target

#### (8.7.2.3) Target coverage

Select from:

☒ Organization-wide (including suppliers)

#### (8.7.2.4) Commodity volume covered by target (metric tons)

Select from:

☒ Disclosure volume

#### (8.7.2.5) Category of target & Quantitative metric

Third-party certification

☒ % of volume third-party certified

#### (8.7.2.7) Third-party certification scheme

Chain-of-custody certification

☒ RSPO supply chain certification - Mass Balance

#### (8.7.2.8) Date target was set

11/01/2023

#### (8.7.2.9) End date of base year

12/31/2023

#### (8.7.2.10) Base year figure

30

#### (8.7.2.11) End date of target

12/31/2030

#### (8.7.2.12) Target year figure

100

#### (8.7.2.13) Reporting year figure

60

#### (8.7.2.14) Target status in reporting year

Select from:

☒ Underway

#### (8.7.2.15) % of target achieved relative to base year

42.86

#### (8.7.2.16) Global environmental treaties/ initiatives/ frameworks aligned with or supported by this target

Select all that apply

☒ Sustainable Development Goals

#### (8.7.2.17) Explain target coverage and identify any exclusions

*Kenvue purchases less than 0.1% of the global annual production of palm oil. As such we do not own or manage palm oil plantations and consequently are multiple links in the supply chain away from the original source of palm oil and palm kernel oil. However we share other stakeholders concerns about the negative effect palm oil sourcing may have on the environment and people and we recognize that we can play a role in supporting responsible palm oil production through enhanced traceability and sourcing of these ingredients. With this in mind Kenvue is committed to the responsible sourcing of palm oil palm kernel oil and palm-based*

derivatives which includes removing commodity driven deforestation from our supply chain and respecting human rights in our business relationships. This target covers all palm oil based ingredients directly procured by Kenvue; however, it does not include palm oil based ingredients in some external manufactured products.

**(8.7.2.18) Plan for achieving target, and progress made to the end of the reporting year**

Our plan to achieve this target is through supplier engagement led by our procurement team. In the reporting year 2024 we maintained 100% Roundtable on Sustainable Palm Oil RSPO certification for the palm based ingredients we purchased through a combination of RSPO certified physical supply chains and RSPO Book & Claim credits. Of this 100% RSPO certification, 40% was certified through RSPO Book & Claim credits and 60% was certified under RSPO Physical Supply Chains. This follows a linear trajectory towards our goal of 100% RSPO Certified Physical Supply Chains by 2030. Tracing the source of palm oil derivatives presents significant challenges. Feedstocks are mixed and then shipped around the world and altered into oleochemicals through multiple processing steps owned by various suppliers. Achieving physically certified palm oil purchases is substantially more difficult for derivatives buyers and availability of physically certified supply has historically been limited. Despite these challenges Kenvue is committed to supporting the industry shift from the credit system to physical supply by committing to increase the amount of RSPO certified palm oil ingredients purchased from RSPO physical supply chains i.e. RSPO Mass Balance RSPO Identity Preserved or RSPO Segregated.

**(8.7.2.20) Further details of target**

This goal is aligned with the Accountability Framework Initiatives definition of deforestation physical supply chain refers to palm oil supply that is sourced from certified plantations under the Mass Balance Segregated or Identity Preserved certifications.  
[Add row]

**(8.8) Indicate if your organization has a traceability system to determine the origins of your sourced volumes and provide details of the methods and tools used.**

**Timber products**

**(8.8.1) Traceability system**

Select from:  
☒ Yes

**(8.8.2) Methods/tools used in traceability system**

Select all that apply  
☒ Chain-of-custody certification

- ☒ Value chain mapping
- ☒ Supplier engagement/communication

### (8.8.3) Description of methods/tools used in traceability system

*Our ongoing strategy for responsible paper and wood-fiber sourcing includes increasing the volume of FSC®-certified or recycled paper and wood fiber that we use. When FSC® or recycled content are not available, Kenvue policy allows sourcing from the PEFC. We aim to achieve this for 100% of the cartons, corrugated materials, and leaflets we purchase directly and verify our progress through an annual wood-fiber assessment. This assessment measures the compliance level of paper-based packaging provided by our suppliers under our direction against our public commitment to achieve 100% certified or verified recycled paper and wood-fiber packaging. Through questionnaires, we ask our suppliers to provide evidence of the percentage of paper-based packaging that is noncertified virgin, certified, or verified 100% recycled, while also increasing transparency regarding the origin of materials and supplier policies and practices to inform our sourcing priorities. Supplier collaboration plays an important role in helping us meet our sourcing goals. We strive to work with suppliers that share our values, comply with applicable laws and regulations, and adhere to our expectations for environmental stewardship, human rights and labor practices, supplier business conduct, transparency and traceability, and workplace safety. We expect our wood-fiber suppliers to provide us with products that are: - Harvested and traded in compliance with all national and local laws and international labor standards. - Harvested in a manner that respects human rights and traditional rights, including a commitment to secure the UN-recognized right to Free, Prior, and Informed Consent (FPIC) for activities that may affect the rights, land, resources, and livelihoods of Indigenous peoples and local communities. - Harvested in a manner that protects high-conservation value forests. - Not harvested from an area that is being converted to plantation or non-forest use. - Not developed on peatland. - Not from areas cleared of natural forest after December 31, 2020. Given the challenges of traceability of wood-fiber sources, we work with trusted partners to provide us with the third-party verification and expertise essential for enhancing supply chain transparency.*

## Palm oil

### (8.8.1) Traceability system

Select from:

- ☒ Yes

### (8.8.2) Methods/tools used in traceability system

Select all that apply

- ☒ Chain-of-custody certification
- ☒ Value chain mapping
- ☒ Supplier engagement/communication

### (8.8.3) Description of methods/tools used in traceability system

We collaborate with the Action for Sustainable Derivatives (ASD) to build transparency and trace our suppliers to the country/mill level Through our ASD membership and collaboration with the Earthworm Foundation Kenvue participates in a shared industry grievance dashboard to monitor, review, and investigate grievances in the palm oil supply chain. Kenvue evaluates supply chain compliance with its No Deforestation No Peat No Exploitation NDPE commitments through an annual industry assessment of suppliers through a shared industry assessment tool, the Sustainable Palm Index. Kenvue also participates with fellow ASD members in dynamic mapping and monitoring for deforestation in areas of Southeast Asia linked to our palm oil derivatives supply chain by leveraging the Nusantara Atlas satellite monitoring platform. The transparency assessment was completed through our membership with ASD. We engaged suppliers through a questionnaire that scopes their supply chain for a list of refineries, crushers, and mills. With the locations of refineries, crushers, and mills identified, we're able to map sourcing areas linked to Kenvue's supply chain. We monitor supplier and producer conformance with our responsible palm oil sourcing expectations in a variety of ways: Chain of Custody (CoC) audits of our facilities, conducted by a third-party auditor approved by RSPO, to meet the requirements for source material management and documentation. Our Global Quality team typically leads our CoC audits, using the RSPO Supply Chain Certifications Standards checklist. In 2024, we audited seven of our facilities: Beijing, China; Cali, Colombia; Cheongju, South Korea; Mandra, Greece; Petaling Jaya, Malaysia; Pomezia, Italy; and Val-de-Reuil, France. Supplier assessments using the Sustainable Palm Index, an industry tool that rates the commitments, action plans, and achievements of our palm suppliers and identifies areas for improvement. If we identify a nonconformance by a producer in our supply chain, we act based on the nature and severity of the violation, working with the supplier when possible, to remediate the nonconformance toward practices with our sourcing standards.

[Fixed row]

## **(8.8.1) Provide details of the point to which your organization can trace its sourced volumes.**

### **Timber products**

#### **(8.8.1.1) % of sourced volume traceable to production unit**

0

#### **(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit**

0

#### **(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit**

62

#### **(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin**

0

**(8.8.1.5) % of sourced volume from unknown origin**

38

**(8.8.1.6) % of sourced volume reported**

100.00

**Palm oil**

**(8.8.1.1) % of sourced volume traceable to production unit**

78.1

**(8.8.1.2) % of sourced volume traceable to sourcing area and not to production unit**

13.5

**(8.8.1.3) % sourced volume traceable to country/area of origin and not to sourcing area or production unit**

0

**(8.8.1.4) % of sourced volume traceable to other point (i.e., processing facility/first importer) not in the country/area of origin**

0

**(8.8.1.5) % of sourced volume from unknown origin**

8.4

**(8.8.1.6) % of sourced volume reported**

100.00

[Fixed row]

**(8.9) Provide details of your organization's assessment of the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of its disclosed commodities.**

**Timber products**

**(8.9.1) DF/DCF status assessed for this commodity**

*Select from:*

☒ Yes, deforestation- and conversion-free (DCF) status assessed

**(8.9.2) % of disclosure volume determined as DF/DCF in the reporting year**

60

**(8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance**

60

**(8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit**

0

**(8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area**

0

**(8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?**

*Select from:*

☒ Yes

**Palm oil**

#### (8.9.1) DF/DCF status assessed for this commodity

Select from:

☒ Yes, deforestation- and conversion-free (DCF) status assessed

#### (8.9.2) % of disclosure volume determined as DF/DCF in the reporting year

64

#### (8.9.3) % of disclosure volume determined as DF/DCF through a third-party certification scheme providing full DF/DCF assurance

0

#### (8.9.4) % of disclosure volume determined as DF/DCF through monitoring of production unit

64

#### (8.9.5) % of disclosure volume determined as DF/DCF through monitoring of sourcing area

0

#### (8.9.6) Is a proportion of your disclosure volume certified through a scheme not providing full DF/DCF assurance?

Select from:

☒ Yes

[Fixed row]

**(8.9.1) Provide details of third-party certification schemes used to determine the deforestation-free (DF) or deforestation- and conversion-free (DCF) status of the disclosure volume, since specified cutoff date.**

|                 | Third-party certification scheme providing full DF/DCF assurance                                                    | % of disclosure volume determined as DF/DCF through certification scheme providing full DF/DCF assurance | Comment                                                                                                   |
|-----------------|---------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|
| Timber products | Chain-of-custody certification<br><input checked="" type="checkbox"/> FSC Chain-of-Custody certification (any type) | 60                                                                                                       | Forest Stewardship Council (FSC®) certified paper/wood fiber is made from responsibly sourced wood fiber. |

[Add row]

## (8.9.2) Provide details of third-party certification schemes not providing full DF/DCF assurance.

### Timber products

#### (8.9.2.1) Third-party certification scheme not providing full DF/DCF assurance

Chain-of-custody certification

☒ PEFC Chain-of-Custody (any type)

#### (8.9.2.2) % of disclosure volume certified through scheme not providing full DF/DCF assurance

14

#### (8.9.2.3) Additional control methods in place to determine DF/DCF status of volumes certified through scheme not providing full DF/DCF assurance

Select all that apply

☒ No

#### (8.9.2.4) Comment

Programme of the Endorsement of Forest Certification (PEFC) certified paper/wood fiber, including Sustainable Forestry Initiative (SFI) is made from responsibly sourced wood fiber.

Palm oil

(8.9.2.1) Third-party certification scheme not providing full DF/DCF assurance

Chain-of-custody certification

☒ RSPO - Mass Balance

(8.9.2.2) % of disclosure volume certified through scheme not providing full DF/DCF assurance

60

(8.9.2.3) Additional control methods in place to determine DF/DCF status of volumes certified through scheme not providing full DF/DCF assurance

Select all that apply

☒ Production unit monitoring

(8.9.2.4) Comment

Mass balance is from certified sources that are mixed with ordinary palm oil throughout the supply chain. The remaining 70% of our directly procured palm oil is covered by RSPO Book & Claim Credits. Manufacturers and retailers can buy RSPO Credits and RSPO Independent Smallholder Credits from RSPO-certified growers, crushers, and independent smallholders. By purchasing RSPO Credits, buyers encourage the production of Certified Sustainable Palm Oil.

(8.9.2.5) Certification documentation

Kenvue Inc. RSPO SCC Certificate 02.02.2024.pdf  
[Add row]

(8.9.3) Provide details of production unit monitoring used to determine deforestation-free (DF) or deforestation- and conversion-free (DCF) status of volumes since specified cutoff date.

## Palm oil

### (8.9.3.1) % of disclosure volume determined as DF/DCF through monitoring of production unit

64.00

### (8.9.3.2) Production unit monitoring approach

Select all that apply

☒ Geospatial monitoring or remote sensing tool

### (8.9.3.3) Description of production unit monitoring approach

Kenvue evaluates supply chain compliance with its No Deforestation, No Peat, No Exploitation (NDPE) commitments through an annual industry assessment of suppliers through a shared industry assessment tool, the Sustainable Palm Index. Additionally, through our Action for Sustainable Derivatives (ASD) membership and collaboration with the Earthworm Foundation, Kenvue participates in a shared grievance dashboard to monitor, review, and investigate grievances in the palm oil supply chain. Kenvue also participates with fellow ASD members in dynamic mapping and monitoring for deforestation in areas of Southeast Asia linked to our palm oil derivatives supply chain by leveraging the Nusantara Atlas satellite monitoring platform. This methodology is based on the methodologies of the CDP, the Accountability Framework Initiative (AFI) and the Consumer Goods Forum (CGF)- Forest Positive Coalition (FPC) to calculate deforestation-free (DF) or deforestation- and conversion-free (DCF) status of volumes; applied with the specificities of the palm sector. These methodologies propose a common framework to ensure deforestation and conversion free volumes: Trace back the volumes to their production area then confirm the production area was not deforested or converted after the chosen cutoff date and finally, monitor the production area. The volumes can be claimed as DCF if they enter in at least one option: 1. Robust certification schemes; 2. Traceable to an area where there is a negligible risk of deforestation; and 3. Monitoring at production level through field assessment or remotely assessed.

### (8.9.3.4) DF/DCF status verified

Select from:

☒ No

[Fixed row]

**(8.10) Indicate whether you have monitored or estimated the deforestation and conversion of other natural ecosystems footprint for your disclosed commodities.**

## Timber products

### (8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☒ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

### (8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

☒ Not an immediate strategic priority

### (8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

*Through our sustainability strategy and a cross-functional approach, we are embedding responsible sourcing into our operations and working to help conserve and restore ecosystems. Our long-term ambition is not only to mitigate harm but to also help restore and regenerate the natural systems on which we depend, ensuring that people and the planet thrive together. Kenvue is taking steps to enhance biodiversity protections in alignment with global frameworks and practices relevant to our operations. We began our work focused on two commodities where we can have an immediate impact in helping to contribute to more sustainable supply chains: wood fiber (paper packaging) and palm oil (derivatives used in some of our products). We will continue to further enhance our strategy using the outputs of our recently completed biodiversity impact assessment, including identifying specific risks and opportunities for Kenvue to prioritize. We intend to evaluate landscape projects as part of our paper and wood fiber sourcing strategy.*

## Palm oil

### (8.10.1) Monitoring or estimating your deforestation and conversion footprint

Select from:

☒ No, but we plan to monitor or estimate our deforestation and conversion footprint in the next two years

### (8.10.2) Primary reason for not monitoring or estimating deforestation and conversion footprint

Select from:

☒ Not an immediate strategic priority

### (8.10.3) Explain why you do not monitor or estimate your deforestation and conversion footprint

*Through our sustainability strategy and a cross-functional approach, we are embedding responsible sourcing into our operations and working to help conserve and restore ecosystems. Our long-term ambition is not only to mitigate harm but to also help restore and regenerate the natural systems on which we depend, ensuring*

that people and the planet thrive together. Kenvue is taking steps to enhance biodiversity protections in alignment with global frameworks and practices relevant to our operations. We began our work focused on two commodities where we can have an immediate impact in helping to contribute to more sustainable supply chains: wood fiber (paper packaging) and palm oil (derivatives used in some of our products). We will continue to further enhance our strategy using the outputs of our recently completed biodiversity impact assessment, including identifying specific risks and opportunities for Kenvue to prioritize. We intend to evaluate landscape projects as part of our palm oil sourcing strategy.

[Fixed row]

**(8.11) For volumes not assessed and determined as deforestation- and conversion-free (DCF), indicate if you have taken actions in the reporting year to increase production or sourcing of DCF volumes.**

|                 | Actions taken to increase production or sourcing of DCF volumes |
|-----------------|-----------------------------------------------------------------|
| Timber products | Select from:<br><input checked="" type="checkbox"/> Yes         |
| Palm oil        | Select from:<br><input checked="" type="checkbox"/> Yes         |

[Fixed row]

**(8.11.1) Provide details of actions taken in the reporting year to assess and increase production/sourcing of deforestation- and conversion-free (DCF) volumes.**

**Timber products**

**(8.11.1.1) Action type**

Select from:  
☒ Increasing traceability

**(8.11.1.2) % of disclosure volume that is covered by this action**

**(8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year***Select from:*☒ No**(8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges**

*Our ambition is to achieve 100% certified or verified recycled paper and wood fiber packaging for direct purchases of primary and secondary packaging and leaflets by year-end 2025. To track our progress, we conduct an annual assessment of certification or recycling status of directly purchased cartons, corrugates and leaflets globally. For 2024, this assessment was validated by Preferred by Nature. As part of the assessment, we also ask suppliers to provide additional transparency on the origin of the materials purchased.*

**Palm oil****(8.11.1.1) Action type***Select from:*☒ Increasing traceability**(8.11.1.2) % of disclosure volume that is covered by this action**

100

**(8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year***Select from:*☒ Yes**(8.11.1.4) Main measures identified to manage or resolve the challenges***Select all that apply*☒ Greater alignment between company goals and goals at landscape/jurisdictional level

- ☒ Greater transparency
- ☒ Improvement in data collection and quality

### (8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

*Palm oil is the most widely used vegetable oil in the world, mostly used in processed food products like margarine, chocolate, cookies, and snack food, but also PCPs. Given its ubiquity and growing global demand, there has been increasing scrutiny on the links between palm oil cultivation and deforestation, and the associated negative impacts on biodiversity, people, and local communities. Kenvue primarily uses palm oil derivatives, which are products produced by further processing palm oil, and we purchase less than 0.1% of the global annual production of palm oil. Although we source a comparatively small volume of palm-derived ingredients, we recognize the role we can play in supporting responsible palm oil production, in particular through enhanced transparency. Our position on responsible palm oil sourcing outlines the approach we are taking to support the supply chain transformations that are necessary to protect the environment and the people who work in the palm oil supply chain. Our goal is to maintain 100% Roundtable on Sustainable Palm Oil (RSPO) certification for the palm-based ingredients we purchase through a combination of RSPO certified physical supply chains and RSPO Book & Claim credits.*

## Palm oil

### (8.11.1.1) Action type

Select from:

- ☒ Increasing physical certification

### (8.11.1.2) % of disclosure volume that is covered by this action

100

### (8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:

- ☒ Yes

### (8.11.1.4) Main measures identified to manage or resolve the challenges

Select all that apply

- ☒ Improvement in data collection and quality

☒ Reduced cost of certification/certified products

#### (8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

*Palm oil is the most widely used vegetable oil in the world, mostly used in processed food products like margarine, chocolate, cookies, and snack food, but also PCPs. Given its ubiquity and growing global demand, there has been increasing scrutiny on the links between palm oil cultivation and deforestation, and the associated negative impacts on biodiversity, people, and local communities. Kenvue primarily uses palm oil derivatives, which are products produced by further processing palm oil, and we purchase less than 0.1% of the global annual production of palm oil.<sup>36</sup> Although we source a comparatively small volume of palm-derived ingredients, we recognize the role we can play in supporting responsible palm oil production, in particular through enhanced transparency. Our position on responsible palm oil sourcing outlines the approach we are taking to support the supply chain transformations that are necessary to protect the environment and the people who work in the palm oil supply chain. Our goal is to purchase at least 75% of our volumes from RSPO physical supply chains by 2025 and 100% by 2030.*

### Timber products

#### (8.11.1.1) Action type

Select from:

☒ Working with non-compliant suppliers

#### (8.11.1.2) % of disclosure volume that is covered by this action

100

#### (8.11.1.3) Indicate whether you had any major barriers or challenges related to this action in the reporting year

Select from:

☒ No

#### (8.11.1.5) Provide further details on the actions taken, their contribution to achieving DCF status, and any related barriers or challenges

*While Kenvue does not own or manage forests, we do purchase paper and wood-fiber products and recognize that we can play a role in supporting responsible forestry through our sourcing of these materials. Our position on Responsible Wood-Fiber Sourcing and annual progress outlines the actions our Kenvue team is taking to support the supply chain transformations necessary to protect the environment and the people in the paper and wood-fiber supply chains. Our sourcing*

*principles apply to all paper and wood-fiber products that we purchase directly, and we verify compliance with our sourcing principles for 100% of our direct spend on cartons, corrugates and leaflets. Our due diligence process includes an additional focus on suppliers located in regions with a heightened risk for deforestation. With the support of a third-party validator, we conduct an annual supplier risk assessment to maintain supply chain transparency, validate supplier product claims, materials certifications, and verify conformance to our sourcing principles and commitments. When an instance of nonconformance to our responsible paper and wood-fiber product sourcing requirements is reported to or identified by Kenvue, we require our direct supplier to develop and implement a time-bound corrective action plan (CAP), approved by Kenvue. In cases where there is insufficient progress against a CAP or a lack of responsiveness to our request to correct the nonconformance, as a last resort, we may make the decision to cease purchasing the product from nonconforming producers. We continually qualify alternative sources to promote sustained supply chain resiliency.*

*[Add row]*

## **(8.14) Indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards, and provide details.**

### **(8.14.1) Assess legal compliance with forest regulations**

*Select from:*

☒ Yes, from suppliers

### **(8.14.2) Aspects of legislation considered**

*Select all that apply*

☒ Labor rights

☒ Land use rights

☒ Environmental protection

☒ Human rights protected under international law

☒ Tax, anti-corruption, trade and customs regulations

☒ The principle of free, prior and informed consent (FPIC), including as set out in the UN Declaration on the Rights of Indigenous Peoples

### **(8.14.3) Procedure to ensure legal compliance**

*Select all that apply*

☒ Certification

### **(8.14.5) Please explain**

Kenvue leverages third-party certification schemes including Forest Stewardship Council (FSC®) and the Roundtable for Sustainable Palm Oil (RSPO) to assess legal compliance with forest regulations for our suppliers. FSC® and RSPO certifications include standards and criteria that the certified organization shall comply with all applicable laws, regulations and nationally-ratified international treaties, conventions and agreements, relevant to labor, human rights, and environmental protection. Organizations that hold FSC® or RSPO certifications are subject to audit by accredited bodies in order to maintain their certifications. In cases where RSPO standards differ from local laws, the higher/stricter of the two shall prevail. FSC®'s criteria includes that certified organizations shall recognize and uphold the rights, customs and culture of Indigenous Peoples as defined in the United Nations Declaration on the Rights of Indigenous Peoples (2007) and ILO Convention 169 (1989). FSC®'s criteria also states that organizations shall publicize a commitment not to offer or receive bribes in money or any other form of corruption, and shall comply with anti-corruption legislation where it exists, in the absence of anti-corruption legislation.

[Fixed row]

## **(8.15) Do you engage in landscape (including jurisdictional) initiatives to progress shared sustainable land use goals?**

### **(8.15.1) Engagement in landscape/jurisdictional initiatives**

Select from:

☒ No, we do not engage in landscape/jurisdictional initiatives, but we plan to in the next two years

### **(8.15.2) Primary reason for not engaging in landscape/jurisdictional initiatives**

Select from:

☒ Not an immediate strategic priority

### **(8.15.3) Explain why your organization does not engage in landscape/jurisdictional initiatives**

Through our sustainability strategy and a cross-functional approach, we are embedding responsible sourcing into our operations and working to help conserve and restore ecosystems. Our long-term ambition is not only to mitigate harm but to also help restore and regenerate the natural systems on which we depend, ensuring that people and the planet thrive together. Kenvue is taking steps to enhance biodiversity protections in alignment with global frameworks and practices relevant to our operations. We began our work focused on two commodities where we can have an immediate impact in helping to contribute to more sustainable supply chains: wood fiber (paper packaging) and palm oil (derivatives used in some of our products). We will continue to further enhance our strategy using the outputs of our recently completed biodiversity impact assessment, including identifying specific risks and opportunities for Kenvue to prioritize. We intend to evaluate landscape projects as part of our palm oil sourcing strategy.

[Fixed row]

## **(8.16) Do you participate in any other external activities to support the implementation of policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains?**

Select from:

☒ Yes

### **(8.16.1) Provide details of the external activities to support the implementation of your policies and commitments related to deforestation, ecosystem conversion, or human rights issues in commodity value chains**

#### **Row 1**

##### **(8.16.1.1) Commodity**

Select all that apply

☒ Palm oil

##### **(8.16.1.2) Activities**

Select all that apply

☒ Involved in industry platforms

☒ Engaging with non-governmental organizations

##### **(8.16.1.3) Country/area**

Select from:

☒ Colombia

##### **(8.16.1.4) Subnational area**

Select from:

☒ Not applicable

##### **(8.16.1.5) Provide further details of the activity**

*We monitor supplier and producer conformance with our responsible palm oil sourcing expectations in a variety of ways: Chain of Custody (CoC) audits of our facilities, conducted by a third-party auditor approved by RSPO, to meet the requirements for source material management and documentation. Our Global Quality team typically leads our CoC audits, using the RSPO Supply Chain Certifications Standards checklist. In 2024, we audited seven of our facilities: Beijing, China; Cali, Colombia; Cheongju, South Korea; Mandra, Greece; Petaling Jaya, Malaysia; Pomezia, Italy; and Val-de-Reuil, France. Supplier assessments using the Sustainable*

*Palm Index, an industry tool that rates the commitments, action plans, and achievements of our palm suppliers and identifies areas for improvement. If we identify a nonconformance by a producer in our supply chain, we act based on the nature and severity of the violation, working with the supplier when possible, to remediate the nonconformance toward practices with our sourcing standards. Kenvue is a member of Action for Sustainable Derivatives (ASD), a collaboration between companies in the cosmetics, home and personal care, and oleochemicals industries to tackle supply chain issues around palm oil and palm kernel oil derivatives. At Kenvue, we support ASD's mission to achieve a palm derivatives supply chain that upholds the principles of No Deforestation, No Peat (a significant carbon store), and No Exploitation (NDPE), respects human rights, and supports local livelihoods. In 2024, we improved the traceability of our palm oil by working with ASD to map our palm oil supply chain. The process traced our palm oil to the original mills and plantations. We also participated in an ASD led pilot which aims to map and monitor deforestation linked to our palm oil derivatives supply chain in specific areas of Southeast Asia where Kenvue sources palm. The program used the Nusantara Atlas satellite monitoring platform and showed our Company's supply chain is 64% deforestation free from a 2020 base year. Additionally, through our membership and in collaboration with the Earthworm Foundation, we participate in a shared grievance dashboard to monitor, review, and investigate grievances in the palm oil supply chain.*

## Row 2

### (8.16.1.1) Commodity

*Select all that apply*

☒ Palm oil

### (8.16.1.2) Activities

*Select all that apply*

☒ Involved in industry platforms

☒ Engaging with non-governmental organizations

### (8.16.1.3) Country/area

*Select from:*

☒ Indonesia

### (8.16.1.4) Subnational area

*Select from:*

☒ Not applicable

### (8.16.1.5) Provide further details of the activity

We monitor supplier and producer conformance with our responsible palm oil sourcing expectations in a variety of ways: Chain of Custody (CoC) audits of our facilities, conducted by a third-party auditor approved by RSPO, to meet the requirements for source material management and documentation. Our Global Quality team typically leads our CoC audits, using the RSPO Supply Chain Certifications Standards checklist. In 2024, we audited seven of our facilities: Beijing, China; Cali, Colombia; Cheongju, South Korea; Mandra, Greece; Petaling Jaya, Malaysia; Pomezia, Italy; and Val-de-Reuil, France. Supplier assessments using the Sustainable Palm Index, an industry tool that rates the commitments, action plans, and achievements of our palm suppliers and identifies areas for improvement. If we identify a nonconformance by a producer in our supply chain, we act based on the nature and severity of the violation, working with the supplier when possible, to remediate the nonconformance toward practices with our sourcing standards. Kenvue is a member of Action for Sustainable Derivatives (ASD), a collaboration between companies in the cosmetics, home and personal care, and oleochemicals industries to tackle supply chain issues around palm oil and palm kernel oil derivatives. At Kenvue, we support ASD's mission to achieve a palm derivatives supply chain that upholds the principles of No Deforestation, No Peat (a significant carbon store), and No Exploitation (NDPE), respects human rights, and supports local livelihoods. In 2024, we improved the traceability of our palm oil by working with ASD to map our palm oil supply chain. The process traced our palm oil to the original mills and plantations. We also participated in an ASD led pilot which aims to map and monitor deforestation linked to our palm oil derivatives supply chain in specific areas of Southeast Asia where Kenvue sources palm. The program used the Nusantara Atlas satellite monitoring platform and showed our Company's supply chain is 64% deforestation free from a 2020 base year. Additionally, through our membership and in collaboration with the Earthworm Foundation, we participate in a shared grievance dashboard to monitor, review, and investigate grievances in the palm oil supply chain.

### Row 3

#### (8.16.1.1) Commodity

Select all that apply

☒ Palm oil

#### (8.16.1.2) Activities

Select all that apply

☒ Involved in industry platforms

☒ Engaging with non-governmental organizations

#### (8.16.1.3) Country/area

Select from:

☒ Malaysia

#### (8.16.1.4) Subnational area

Select from:

☒ Not applicable

#### (8.16.1.5) Provide further details of the activity

We monitor supplier and producer conformance with our responsible palm oil sourcing expectations in a variety of ways: Chain of Custody (CoC) audits of our facilities, conducted by a third-party auditor approved by RSPO, to meet the requirements for source material management and documentation. Our Global Quality team typically leads our CoC audits, using the RSPO Supply Chain Certifications Standards checklist. In 2024, we audited seven of our facilities: Beijing, China; Cali, Colombia; Cheongju, South Korea; Mandra, Greece; Petaling Jaya, Malaysia; Pomezia, Italy; and Val-de-Reuil, France. Supplier assessments using the Sustainable Palm Index, an industry tool that rates the commitments, action plans, and achievements of our palm suppliers and identifies areas for improvement. If we identify a nonconformance by a producer in our supply chain, we act based on the nature and severity of the violation, working with the supplier when possible, to remediate the nonconformance toward practices with our sourcing standards. Kenvue is a member of Action for Sustainable Derivatives (ASD), a collaboration between companies in the cosmetics, home and personal care, and oleochemicals industries to tackle supply chain issues around palm oil and palm kernel oil derivatives. At Kenvue, we support ASD's mission to achieve a palm derivatives supply chain that upholds the principles of No Deforestation, No Peat (a significant carbon store), and No Exploitation (NDPE), respects human rights, and supports local livelihoods. In 2024, we improved the traceability of our palm oil by working with ASD to map our palm oil supply chain. The process traced our palm oil to the original mills and plantations. We also participated in an ASD led pilot which aims to map and monitor deforestation linked to our palm oil derivatives supply chain in specific areas of Southeast Asia where Kenvue sources palm. The program used the Nusantara Atlas satellite monitoring platform and showed our Company's supply chain is 64% deforestation free from a 2020 base year. Additionally, through our membership and in collaboration with the Earthworm Foundation, we participate in a shared grievance dashboard to monitor, review, and investigate grievances in the palm oil supply chain.

#### Row 4

##### (8.16.1.1) Commodity

Select all that apply

☒ Palm oil

##### (8.16.1.2) Activities

Select all that apply

☒ Involved in industry platforms

☒ Engaging with non-governmental organizations

##### (8.16.1.3) Country/area

Select from:

☒ Thailand

#### (8.16.1.4) Subnational area

Select from:

☒ Not applicable

#### (8.16.1.5) Provide further details of the activity

*We monitor supplier and producer conformance with our responsible palm oil sourcing expectations in a variety of ways: Chain of Custody (CoC) audits of our facilities, conducted by a third-party auditor approved by RSPO, to meet the requirements for source material management and documentation. Our Global Quality team typically leads our CoC audits, using the RSPO Supply Chain Certifications Standards checklist. In 2024, we audited seven of our facilities: Beijing, China; Cali, Colombia; Cheongju, South Korea; Mandra, Greece; Petaling Jaya, Malaysia; Pomezia, Italy; and Val-de-Reuil, France. Supplier assessments using the Sustainable Palm Index, an industry tool that rates the commitments, action plans, and achievements of our palm suppliers and identifies areas for improvement. If we identify a nonconformance by a producer in our supply chain, we act based on the nature and severity of the violation, working with the supplier when possible, to remediate the nonconformance toward practices with our sourcing standards. Kenvue is a member of Action for Sustainable Derivatives (ASD), a collaboration between companies in the cosmetics, home and personal care, and oleochemicals industries to tackle supply chain issues around palm oil and palm kernel oil derivatives. At Kenvue, we support ASD's mission to achieve a palm derivatives supply chain that upholds the principles of No Deforestation, No Peat (a significant carbon store), and No Exploitation (NDPE), respects human rights, and supports local livelihoods. In 2024, we improved the traceability of our palm oil by working with ASD to map our palm oil supply chain. The process traced our palm oil to the original mills and plantations. We also participated in an ASD led pilot which aims to map and monitor deforestation linked to our palm oil derivatives supply chain in specific areas of Southeast Asia where Kenvue sources palm. The program used the Nusantara Atlas satellite monitoring platform and showed our Company's supply chain is 64% deforestation free from a 2020 base year. Additionally, through our membership and in collaboration with the Earthworm Foundation, we participate in a shared grievance dashboard to monitor, review, and investigate grievances in the palm oil supply chain.*

### Row 5

#### (8.16.1.1) Commodity

Select all that apply

☒ Timber products

#### (8.16.1.2) Activities

Select all that apply

- ☒ Involved in industry platforms
- ☒ Engaging with non-governmental organizations

### (8.16.1.3) Country/area

Select from:

- ☒ Not applicable

### (8.16.1.4) Subnational area

Select from:

- ☒ Not applicable

### (8.16.1.5) Provide further details of the activity

*The non-profit organization Preferred by Nature validated Kenvue's 2024 Wood Fiber Assessment and provided recommendations on the assessment results. Topics discussed included enhancement of supplier engagement and capability building, increase of recycled materials share and management of sourcing of materials from higher risk countries. Kenvue is working to address these recommendations. Given the challenges of traceability of wood-fiber sources, we work with trusted partners to provide us with the third-party verification and expertise essential for enhancing supply chain transparency. This is also why in 2024, we announced our intention for Kenvue to become a founding member of Action for Responsible Timber Sourcing (ARTS), which was established shortly thereafter. The mission of ARTS is to transform the timber sourcing sector by improving transparency, monitoring risks, engaging actors across the value chain, and generating on-the-ground impacts.*  
[Add row]

### (8.17) Is your organization supporting or implementing project(s) focused on ecosystem restoration and long-term protection?

Select from:

- ☒ Yes

## C9. Environmental performance - Water security

### (9.1) Are there any exclusions from your disclosure of water-related data?

Select from:

☒ Yes

#### (9.1.1) Provide details on these exclusions.

##### Row 1

##### (9.1.1.1) Exclusion

Select from:

☒ Business activities

##### (9.1.1.2) Description of exclusion

*Offices and delivery locations*

##### (9.1.1.3) Reason for exclusion

Select from:

☒ Other, please specify :Water impacts related to office buildings and warehouses are a de minimis source relative to the water sources included in Kenuve's overall water footprint.

##### (9.1.1.7) Percentage of water volume the exclusion represents

Select from:

☒ 1-5%

##### (9.1.1.8) Please explain

Water impacts related to office buildings and warehouses are a de minimis source relative to the water sources included in Kenuve's overall water footprint.  
[Add row]

## **(9.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?**

### **Water withdrawals – total volumes**

#### **(9.2.1) % of sites/facilities/operations**

Select from:

☒ 76-99

#### **(9.2.2) Frequency of measurement**

Select from:

☒ Monthly

#### **(9.2.3) Method of measurement**

Water withdrawal volumes are tracked locally via meters. At select sites, estimations are used to quantify withdrawals. Data is reported from a site level to a central environmental data reporting platform monthly.

#### **(9.2.4) Please explain**

An internal manual for data collection and validation prescribes that all manufacturing, research and development, and office sites monitor their water withdrawal volumes by source using metering infrastructure or estimation. Data from the local Kenvue facilities are reported to a centralized enterprise level environmental data reporting platform monthly.

### **Water withdrawals – volumes by source**

#### **(9.2.1) % of sites/facilities/operations**

Select from:

☒ 76-99

### (9.2.2) Frequency of measurement

Select from:

☒ Monthly

### (9.2.3) Method of measurement

*Water withdrawals are tracked at the site-level based on the source of water withdrawn. Volumes by source are tracked locally via a combination of meters and estimation. Data is reported from a site level to a central environmental data reporting platform monthly.*

### (9.2.4) Please explain

*An internal manual for data collection and validation prescribes that all manufacturing, research and development, and office sites monitor their water withdrawal volumes by source using metering infrastructure or estimation. Data from the local Kenvue facilities are reported to a centralized enterprise level environmental data reporting platform monthly.*

## Water withdrawals quality

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

### (9.2.2) Frequency of measurement

Select from:

☒ Monthly

### (9.2.3) Method of measurement

*Water quality is tested on-site at manufacturing sites in accordance with local regulation and industrial best practices. Water quality reports on incoming water are received from the supplier on a regular basis. Standard monitoring cadence can vary from site to site.*

### (9.2.4) Please explain

*Sites track water discharge totals on a monthly basis across manufacturing, research and development, and office sites. Volume of water discharge from the local Kenvue facilities are reported to a centralized enterprise level environmental data reporting platform monthly.*

## **Water discharges – total volumes**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ 76-99

### **(9.2.2) Frequency of measurement**

*Select from:*

☒ Monthly

### **(9.2.3) Method of measurement**

*Water discharge totals are locally measured and monitored either by relying on metering infrastructure and/or estimation. Data is reported from a site level to a central environmental data reporting platform monthly.*

### **(9.2.4) Please explain**

*Sites track water discharge totals on a monthly basis across manufacturing, research and development, and office sites. Volume of water discharge from the local Kenvue facilities' level are reported to a centralized enterprise level environmental data reporting platform monthly.*

## **Water discharges – volumes by destination**

### **(9.2.1) % of sites/facilities/operations**

*Select from:*

☒ 76-99

### **(9.2.2) Frequency of measurement**

*Select from:*

☒ Monthly

### (9.2.3) Method of measurement

*Water discharges by destination are locally measured and monitored either by relying on metering infrastructure and estimation. Facility operators report this data to a centralized platform monthly according to site's own discharge destinations.*

### (9.2.4) Please explain

*Sites track water discharge totals monthly across manufacturing, research and development, and office sites. Volume of water discharge by destination from the local Kenvue facilities' level are reported to a centralized enterprise level environmental data reporting platform monthly.*

## Water discharges – volumes by treatment method

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

### (9.2.2) Frequency of measurement

Select from:

☒ Monthly

### (9.2.3) Method of measurement

*The highest wastewater treatment method on-site –tertiary, secondary, primary, or other – is reported by a site representative monthly. Site representatives capture the volume of water associated with the wastewater treatment using metering or estimation monthly.*

### (9.2.4) Please explain

*Pollution prevention is important to Kenvue. For wastewater we ensure through treatment up to permit requirements. In this report, water discharge volumes by destination are reported through a combination of facility data (via metering infrastructure or other monitoring systems) or estimation. Volume of water by treatment level are reported to a centralized enterprise level environmental data reporting platform monthly.*

## Water discharge quality – by standard effluent parameters

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

### (9.2.2) Frequency of measurement

Select from:

☒ Monthly

### (9.2.3) Method of measurement

*Data tracking for BOD and COD is conducted through chemical testing and sampling methodology at the site level. We collect data from sites that discharge directly to surface water.*

### (9.2.4) Please explain

*Facilities test discharge effluent quality in accordance with local discharge permit requirements. Testing methods and frequency follow the requirements of each applicable site's specific permit. Permit testing requirements and frequency vary based on destination of discharged water, e.g. direct to environment, and the country/state in which they are issued. Common test parameters include pH, COD, BOD, and temperature.*

## **Water discharge quality – emissions to water (nitrates, phosphates, pesticides, and/or other priority substances)**

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 51-75

### (9.2.2) Frequency of measurement

Select from:

☒ Monthly

### (9.2.3) Method of measurement

Data tracking for BOD (Biochemical Oxygen Demand) and COD (Chemical Oxygen Demand) is conducted through chemical testing and sampling methodology at the site level. We collect data from sites that discharge directly to surface water.

#### (9.2.4) Please explain

Currently, these emissions to water are collected only for a part of the organization's sites through estimation and direct measurement. For those facilities that discharge directly into surface water, effluent quality is tested in accordance with local discharge permit requirements. Test methods and frequency follow the requirements of each applicable site's specific permit. Testing monitoring and frequency vary based on effluents destination.

### Water discharge quality – temperature

#### (9.2.1) % of sites/facilities/operations

Select from:

☒ 26-50

#### (9.2.2) Frequency of measurement

Select from:

☒ Unknown

#### (9.2.3) Method of measurement

Temperature is monitored via temperature meters.

#### (9.2.4) Please explain

Facilities test discharge effluent quality in accordance with local requirements for discharge permits. Testing requirements, methods, and frequency may vary site by site but follow the requirements of a specific permit. Permit requirements that include temperature testing vary based on destination of discharged water.

### Water consumption – total volume

#### (9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

### (9.2.3) Method of measurement

*Consumption is a calculation of the difference between total water withdrawal and total water discharge, values calculated using the above-mentioned methodologies (some metered and some estimated).*

### (9.2.4) Please explain

*This value derives from a calculation: Freshwater Withdrawal minus Water Discharge. Withdrawal volumes are measured or estimated at the site level similar to the discharge volumes. This data is gathered at the corporate level and then Water Consumption is calculated.*

## Water recycled/reused

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 26-50

### (9.2.2) Frequency of measurement

Select from:

☒ Monthly

### (9.2.3) Method of measurement

*Recycled or reused water volume is measured at a site level either by relying on metering infrastructure or estimation using operational parameters. Facility operators report this data to a centralized platform on a monthly basis.*

### (9.2.4) Please explain

*Recycled water volumes are measured by either a flow meter or calculated based on operational data parameters. Volume of water recycled/reused are reported to a centralized enterprise level environmental data reporting platform monthly.*

## The provision of fully-functioning, safely managed WASH services to all workers

### (9.2.1) % of sites/facilities/operations

Select from:

☒ 76-99

## (9.2.2) Frequency of measurement

Select from:

☒ Unknown

## (9.2.3) Method of measurement

*Site's assess their WASH services annually via a survey.*

## (9.2.4) Please explain

*Kenvue provides WASH services to employees and visitors on-site. These services include, but are not limited to, clean potable water and hygiene services. The data from site surveys is collected and reviewed at the corporate level.*

*[Fixed row]*

**(9.2.2) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, how do they compare to the previous reporting year, and how are they forecasted to change?**

### Total withdrawals

#### (9.2.2.1) Volume (megaliters/year)

3582

#### (9.2.2.2) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

#### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water withdrawal volume for Kenvue sites at the enterprise level.

#### (9.2.2.4) Five-year forecast

Select from:

☒ About the same

#### (9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in efficiency

#### (9.2.2.6) Please explain

*The total water withdrawal in 2024 for operational sites is 3,582 ML. This is our first year of disclosing a quantification for water withdrawal volume for Kenvue sites at the enterprise level. In 2023, Kenvue separated from Johnson & Johnson. Kenvue sites have previously been included within broader Johnson & Johnson topical CDP disclosures. This is the first year Kenvue has reported on water in its operations separately. Future forecasted water usage volume is expected to be about the same on an absolute basis. As Kenvue's business expands, water reduction and efficiency measures efforts will continue to strive to match growth.*

### Total discharges

#### (9.2.2.1) Volume (megaliters/year)

2272

#### (9.2.2.2) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

#### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water discharge volume for Kenvue sites at the enterprise level.

#### (9.2.2.4) Five-year forecast

Select from:

☒ About the same

#### (9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in efficiency

#### (9.2.2.6) Please explain

*The total discharge in 2024 was 2,272 ML. This is our first year of disclosing a quantification for water discharge volume for Kenvue sites at the enterprise level. In 2023, Kenvue separated from Johnson & Johnson. Kenvue sites have previously been included within broader Johnson & Johnson topical CDP disclosures. This is the first year Kenvue has reported on water in its operations separately. Future forecasted water discharge volume is expected to be about the same on an absolute basis. As Kenvue's business expands, water reduction and efficiency measures efforts will continue to strive to match growth.*

### Total consumption

#### (9.2.2.1) Volume (megaliters/year)

1309

#### (9.2.2.2) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

#### (9.2.2.3) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water consumption volume for Kenvue sites at the enterprise level.

#### (9.2.2.4) Five-year forecast

Select from:

☒ About the same

#### (9.2.2.5) Primary reason for forecast

Select from:

☒ Increase/decrease in efficiency

#### (9.2.2.6) Please explain

*Water consumption represents the difference between total withdrawals and total discharges. In 2024 it was 1,309 ML. Water consumption in Kenvue's operations is represented by the water contained in the finished product or consumed in the facility, such as evaporation or irrigation, and not returned to the local basin. Water consumption at the enterprise level is disclosed for the first time at the Kenvue enterprise level. In 2023, Kenvue separated from Johnson & Johnson. Kenvue sites have previously been included within broader Johnson & Johnson topical CDP disclosures. This is the first year Kenvue has reported on water in its operations separately. Future forecasted water consumption is expected to be about the same on an absolute basis. As Kenvue's business expands, water reduction efforts and efficiency measures will continue to match growth.*

[Fixed row]

### (9.2.7) Provide total water withdrawal data by source.

#### Fresh surface water, including rainwater, water from wetlands, rivers, and lakes

##### (9.2.7.1) Relevance

Select from:

☒ Not relevant

##### (9.2.7.5) Please explain

*Not relevant as Kenvue sites source less than 1% of total water withdrawal from freshwater surface sources.*

#### Brackish surface water/Seawater

##### (9.2.7.1) Relevance

Select from:

☒ Not relevant

#### (9.2.7.5) Please explain

*Not relevant as Kenvue sites do not withdraw from brackish water or seawater.*

### Groundwater – renewable

#### (9.2.7.1) Relevance

Select from:

☒ Relevant

#### (9.2.7.2) Volume (megaliters/year)

1187

#### (9.2.7.3) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water withdrawal volume for Kenvue sites at the enterprise level.

#### (9.2.7.5) Please explain

*In 2024, Kenvue withdrew 1,187 ML from renewable groundwater sources. Kenvue is disclosing the breakdown by water withdrawal source for the first time this year. Future forecasted use of groundwater is expected to be about the same on an absolute basis. As Kenvue's business expands, water reduction efforts and efficiency measures will continue to strive to match growth.*

### Groundwater – non-renewable

#### (9.2.7.1) Relevance

Select from:

☒ Not relevant

#### (9.2.7.5) Please explain

*Not relevant as Kenvue sites do not withdraw from non-renewable groundwater sources.*

### Produced/Entrained water

#### (9.2.7.1) Relevance

Select from:

☒ Not relevant

#### (9.2.7.5) Please explain

*Not relevant as Kenvue sites do not source any water withdrawal from produced/ entrained water.*

### Third party sources

#### (9.2.7.1) Relevance

Select from:

☒ Relevant

#### (9.2.7.2) Volume (megaliters/year)

2395

#### (9.2.7.3) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

#### (9.2.7.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water withdrawal volume for Kenvue sites at the enterprise level.

#### (9.2.7.5) Please explain

*Total water withdrawn from third-party sources was 2,395 ML in 2024. This is our first year of disclosing water withdrawal from third-party sources at the enterprise level. Future forecasted use of third-party sources is expected to be about the same on an absolute basis. As Kenvue's business expands, water reduction efforts and efficiency measures will continue to strive to match growth.*

[Fixed row]

### (9.2.8) Provide total water discharge data by destination.

#### Fresh surface water

#### (9.2.8.1) Relevance

Select from:

☒ Relevant

#### (9.2.8.2) Volume (megaliters/year)

924

#### (9.2.8.3) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

#### (9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water discharge volume for Kenvue sites at the enterprise level.

#### (9.2.8.5) Please explain

*Discharges to fresh surface water in 2024 was 924 ML. This is our first year of disclosing water discharges to the fresh surface water at the enterprise level. We expect this volume will remain about the same on an absolute basis. As Kenvue's business expands, water reduction efforts and efficiency measures will continue to strive to match growth.*

#### Brackish surface water/seawater

#### (9.2.8.1) Relevance

Select from:

☒ Not relevant

#### (9.2.8.5) Please explain

*Not relevant, Kenvue does not discharge brackish surface water/seawater.*

#### Groundwater

#### (9.2.8.1) Relevance

Select from:

☒ Not relevant

#### (9.2.8.5) Please explain

*Not relevant, Kenvue does not discharge groundwater.*

#### Third-party destinations

#### (9.2.8.1) Relevance

Select from:

☒ Relevant

### (9.2.8.2) Volume (megaliters/year)

2395

### (9.2.8.3) Comparison with previous reporting year

Select from:

☒ This is our first year of measurement

### (9.2.8.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water discharge volume for Kenvue sites at the enterprise level.

### (9.2.8.5) Please explain

*Kenvue utilized third-party services to dispose of 2,395 ML in 2024. This is our first year of disclosing water discharges to the third-party at the enterprise level. Wastewater disposed of via third-parties is expected to remain the same in the future due to integration of water efficient technologies and reuse solutions integrated with business growth. As Kenvue's business expands, water reduction efforts and efficiency measures will continue to strive to match growth, which might impact the volume we send to the third-parties.*

[Fixed row]

## (9.2.9) Within your direct operations, indicate the highest level(s) to which you treat your discharge.

### Tertiary treatment

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Relevant

### (9.2.9.2) Volume (megaliters/year)

271

### (9.2.9.3) Comparison of treated volume with previous reporting year

Select from:

☒ This is our first year of measurement

### (9.2.9.4) Primary reason for comparison with previous reporting year

Select from:

☒ Other, please specify :This is our first year of disclosing a quantification for water discharge volume for Kenvue sites at the enterprise level.

### (9.2.9.5) % of your sites/facilities/operations this volume applies to

Select from:

☒ 21-30

### (9.2.9.6) Please explain

*Each facility in our portfolio has a unique set of water constituents that must be treated ahead of discharging wastewater. Our facilities use a variety of technologies to meet local discharge permit requirements, including testing and monitoring methods and frequency. Our treatment follows the country and permit requirements. This is our first year of disclosing water volume treated to tertiary treatment at the enterprise level. Tertiary treatment involves the additional treatment needed to remove suspended, colloidal, and dissolved constituents (nutrients, heavy metals, inorganic and other contaminants) remaining after secondary treatment through several processes including granular media filtration, biological nitrification-denitrification, biological phosphorus removal, chlorination, etc. Tertiary treatment follows secondary treatment.*

## Secondary treatment

### (9.2.9.1) Relevance of treatment level to discharge

Select from:

☒ Relevant

### (9.2.9.2) Volume (megaliters/year)

810